

Personnel

pRIde

Published by The Rhode Island Office

of Personnel Administration (OPA)

FEBRUARY 1993

1992 SECA CAMPAIGN SETS RECORD

KUDOS to the nearly 7000 state employees who have contributed to the 1992 State Employees Charitable Appeal (SECA). This past campaign was the most successful ever—more than \$485,000 has been raised! This is more than 10% above last year's campaign, and nearly 6% more than the previous record campaign (\$458,000 in 1988).

Under the Chairmanship of John Robinson, Director of the Department of Employment and Training, a committee of 50 people from throughout the state workforce planned the campaign and brought it to every department, agency, office and commission, as well as the courts and the colleges and universities.

Particularly outstanding campaigns include: Department of Corrections, 77% increase; Emergency Management Agency, 72% increase; Department of Business Regulation, 63% increase; Narragansett Bay Commission, 60% increase; Governor's Office, 56% increase; Auditor General's Office, 38%

(continued on page 6)

WORKERS' COMP SEMINAR OFFERED STATE EMPLOYEES

The Education Unit of the Division of Workers' Compensation, Department of Labor, and the Division of State Employees Workers' Compensation invite all state workers to a Seminar on Workers' Compensation for State Employees. The purpose of the seminar is to promote a better understanding of the Workers' Compensation Program for State Employees; assist agencies in preparing initial reports of injury and in the management of claims to ensure prompt payment of benefits and a timely return to work; and to assist supervisors and union officials in methods of modifying jobs to expedite the injured employees' return to work.

The three hour workshops, 9:00 a.m. to 12:00 noon, will be conducted at the following locations on the dates indicated: One Capitol Hill, Conf. Room A, 2nd Floor - January 29 and April 28; MHRH, Regan Bldg., Arnold Conf. Ctr. - Feb 25 and May 27; URI Memorial Bldg., Mar 24 and June 23. To attend, send your name, agency and agency telephone number, and the preferred date and location to: Education Unit, R. John R. Donley Rehabilitation Center, 249 Blackstone Boulevard, Providence, RI 02906. Questions? Call the Education Unit at 272-0700 or 277-3994.

Note: It is your responsibility to inform your supervisor of your wish to attend the seminar so that adequate coverage may be provided in your absence.

GOVERNOR PLEDGES TO MOVE STATE "ONWARD AND UPWARD"



Governor Bruce Sundlun in his second inaugural address, likened his first term in office to "flying through a thunderstorm." "None of us," said the Governor, "could have imagined just how bumpy that thunderstorm would be.

"Together," continued the Governor, "we took on the corruption that made state government a playground for the powerful and politically connected.

"Together, we solved a banking crisis that threatened more than half of the people of Rhode Island with the loss of their savings.

"Together, we sacrificed to return fiscal responsibility to a budget so overburdened by deficit and mismanagement that it threatened to paralyze state government.

"Together, we have come through the storm."

The Governor spoke of other accomplishments of his administration, including the successful recruitment of new companies to Rhode Island, and of helping existing companies to expand.

"To date," said the Governor, "twenty-five such companies have invested \$310 million in our state and created 2,200 jobs.

"If you add public infrastructure projects such as roads and bridges, the Convention Center, the Airport Terminal, the Woonsocket Connector and Narragansett Electric's Manchester Street Repowering Project" the Governor continued, "the state has initiated or assisted in another \$1.4 billion worth of capital investment."

The Governor promised to continue to rebuild Rhode Island into a place where state government works to create and preserve jobs. "We must," he said, "cultivate new industries and companies, but we must continue to help existing businesses and companies to grow."

"And now," concluded the Governor, "it is time to move onward and upward . . . to begin rebuilding Rhode Island and to return state government to the role (for which) it is designed . . . to serve the people and to create a brighter future for all its citizens.

"Today, I renew my pledge to protect this great State. We shall set forth on this new journey, strong in the knowledge that we have endured some of the greatest challenges ever faced by Rhode Island's citizenry, and ready to reap the rewards now that we are out of the storm and into the sunlight."



FROM THE OFFICE OF OF THE GOVERNOR Executive Orders

No.	Date	Subject
92-25	11-5-92	Creates an Advisory Committee on Water Management to assist the Department of Administration's Division of Planning to prepare a state emergency water supply management plan.
92-26	12-3-92	Establishes the Governor's Commission to Avoid Future Prison Overcrowding and Terminate Federal Court Supervision Over the ACI. The Commission's objective is to formulate cost-effective mechanisms to guarantee that the prison population will not exceed capacity; and develop a detailed action plan comprised of specific legislative and policy initiatives, coupled with estimates of fiscal impact, to achieve this objective.
92-27	12-10-92	Establishes the Rhode Island Banking Statute Study Commission to make recommendations to the Governor on changes needed to update and improve Rhode Island's banking statutes; and to review proposed legislation and all existing banking statutes in light of the Report of the Select Commission to Investigate the Failure of RISDIC-Insured Financial Institutions.

For more information or copies of Executive Orders, call the Office of the Executive Counsel, 277-2080, Ext. 258.

NEW PEDIATRIC PREVENTIVE CARE GUIDELINES ANNOUNCED

In compliance with guidelines established by the American Academy of Pediatrics (AAP), the following table outlines Blue Cross & Blue Shield of Rhode Island routine office visit coverage for pediatric preventive care as amended in Blue Cross & Blue Shield of Rhode Island

Subscriber Agreements, Routine Office Visit

Pediatric Preventive Care

Age	Maximum Number of Reimbursable Visits
Birth-12 months	6
13 months-35 months	3
36 months-19 years	1

Although office visits need not be performed at precise intervals, any unpaid visits cannot be carried forward to subsequent timeframes. As with other preventive services, annual routine visits are subject to any applicable deductibles and copayments. For additional information regarding pediatric preventive care coverage, call Blue Cross & Blue Shield of Rhode Island, Customer Service Dept.; Tel. 831-6550; 1-800-327-6152.

OFFICE OF TRAINING AND DEVELOPMENT COURSES

- INTRO. TO THE DISK OPERATING SYSTEM (DOS)**Fee \$20
Tues. March 16; 1-4 p.m. Instructor: Michael Hughes, M.A.
- SUPERVISORY AND MANAGEMENT SKILLS**Fee \$110
Thurs. Feb 25, March 11 & 25; 9 a.m.-4 p.m. (luncheon incl.); 1/2 credit. Instructor: Scott Mueller, M.S.W.
- INTERMEDIATE LOTUS 1-2-3**Fee \$97
5 Thurs. begin. Feb 25; 9 a.m.-12 noon; 1/2 credit.
Instructor: James Kenny, Ph.D.
- INTRODUCTION TO Q&A**Fee \$97
5 Fris. begin. Feb 26; 9 a.m.-12 noon; 1/2 credit.
Instructor: James Kenny, Ph.D.
- INTERMEDIATE WORD PERFECT 5.0**Fee \$97
Course 1: 5 Tues. begin. Mar 2.
Course 2: 5 Weds. begin. Mar 3. 9 a.m.-12 noon; credit.
Instructor: James E. Davis, Ed.D.
- TELEPHONE TECHNIQUES**Fee \$15
Wed. Mar 3; 1 p.m.-4 p.m. Instructor: Joan Sackett, M.A.
- EFFECTIVE TIME MANAGEMENT TECHNIQUES** ... Fee \$18
Thurs. Mar 4; 9 a.m.-12 noon.
Instructor: Scott Mueller, M.S.W.
- INTRODUCTION TO THE MACINTOSH**Fee \$97
5 Thurs. begin. Mar 4; 9 a.m.-12 noon; 1/2 credit.
Instructors: James Davis, Ed.D., and Michael Hughes, M.A.
- BASIC TOOLS FOR CONTINUOUS IMPROVEMENT**Fee \$18
Tues. Mar 9; 9 a.m.-12 noon. Instructor: John Martin, M.A.
- USING THE TDD**Fee \$5*
Wed. Mar 10; 9 a.m.-12 noon. Instructor: George Whalen
*Course co-sponsored with State Bldg. Commission
- STEREOTYPING AND DIVERSITY: WHAT DOES AFFIRMATIVE ACTION HAVE TO DO WITH ME?**Fee \$20*
5 Tues. begin. Mar. 16; 9 a.m.-12 noon; 1/2 credit.
Instructors: Geraldine Iadevaia, Mary Soares, Mary Deibler, Pat Ryherd, and Al Provencher
*Sponsored by the Office of Training and Development in cooperation with the State Equal Opportunity Office; RI Commission for Human Rights; RI Commission on Women; and RI Services for the Blind and Visually Impaired/DHS.
- ASSERTIVENESS TRAINING**Fee \$75
Mar 16, 18 (9 a.m.-12 noon), 23,30, Apr 6 and 13; 1 p.m.-4 p.m.; 1/2 credit. (Note: Mar 18 class meets 9 a.m.-12 noon).
Instructor: Nancy-Lee Devane, M.A.

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Personnel pRIde is published by the Office of Personnel Administration, Division of Human Resources, Department of Administration, William E. Powers Building, One Capitol Hill, Providence, RI 02908-5860.

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DEPT. OF EMPLOYMENT & TRAINING'S INFORMATION PROCESSING DIVISION MAKES DATA PROCESSING USER FRIENDLY

The Information Processing Division (IPD) of the Department of Employment and Training provides all of the computer needs of the Department, from running the mainframe computer, down to helping individual users troubleshoot problems on their PC's.

Like most in house computer operations, DET's Information Processing Division was a mysterious place to other agency personnel. We all rely heavily on computers, but many of us don't know what they do or how they do it. Newly appointed Assistant Director Judy Cozine decided to take steps to unravel the mystery. The IPD Staff designed a series of activities to take place over a one-week period which would help acquaint their "customers" with the services IPD provides. It would also offer them an opportunity to interact with their customers and get some feedback from the end-users as to how IPD could provide even better service.



Paul Durand, a member of the IPD programming staff, came up with the idea of a restaurant theme for the events of the week. Much like a restaurant, IPD "cooks" up raw data and serves it to its customers in various ways—special dishes, if you will. Programmers and analysts are like waiters and waitresses; they take the order from the customer and bring it to the kitchen which turns the order into a fine dish. Often, there will be "Daily Specials" offered, which present the data in different ways, depending on the needs or the desires of the customer.

During IPD Pride Week, customers (the end-users) came in for tours of the IPD "Hard Drive Cafe." Different applications (Daily Specials) were demonstrated by visiting "chefs" (programmers). Each tour ended with a grand tour of the "kitchen" the mainframe computer data center. There, Head Chef John Biagioni and his staff demonstrated how they keep the "kitchen cooking."

Over 300 staff members (50% of agency) from DET attended during the week. At the end of their tour, individuals were asked to fill out a "Comment Form". The general consensus was that the presentations were informative, very professional and creative. Comments reflecting a positive response to IPD Pride Week include "It is obvious that the IPD Unit is doing everything possible to produce a great support system"; "Now I know what IPD is capable of doing and who I can call on in the future. Thank you for offering this week to all of us." The majority of employees attended demonstrations in Introduction to Computers, WordPerfect, Excel and Pagemaker.

IPD staff members truly had an opportunity to live their mission statement, which is to provide the best possible information processing services to their customers.



EMPLOYEE BENEFIT ISSUES

by Brian E. Keeler
Chief of Employee Benefits

CHANGES IN DEPENDENCY STATUS

All of the health plan carriers sent annual surveys to their members requesting current information on dependents. It is extremely important for employees to cooperate by returning the surveys as requested.

We are particularly concerned with single parent families where a child is no longer a dependent. Unless the health plan is notified of this change, the State may be paying for family coverage when only individual coverage is needed. The cost difference to the State may be significant. Doing your part to hold health plan costs down is a significant factor in continuing to offer such benefits without employee contributions.

Regardless of the health plan you have, each carrier has special rules on how to add or delete family members, with a specific time period for doing so. If this time period is not complied with, changes then can only be made during the Annual Open Enrollment, usually during the Summer.

Therefore, I would urge you to familiarize yourself with the requirements of your plan by either referring to your membership agreement or by calling the plan's dedicated customer service unit. Your cooperation in notifying your Personnel Officer of any such changes is extremely important, and in fact, this should be your first contact in this process. They can provide you with the necessary forms and assistance in order to ensure that your employee benefits accurately reflect your current family situation.

EMPLOYEE BENEFIT BIDS IN PROCESS

Approximately every four years, the various employee benefit plans available to employees are put out to bid. Although this process is time consuming for all parties, it is still a proven way for an employer, the size of the State of Rhode Island, to obtain the best products on the market at the most reasonable prices.

It is the goal of the State Employee Benefits Unit to produce savings within all programs through the inter-action of market forces created during the bid process. In addition to potential rate decreases, we may also see a change in carriers for the particular benefit involved.

You should be hearing more from us next Spring, since it is anticipated that all rate/carrier changes will take place during the first half of fiscal year 1993-94. Until then, employee comments and suggestions are welcomed by me regarding current carrier performance, rates, etc.

UPDATE: HEALTH COVERAGE FOR RETIRED EMPLOYEES

Many employees and retirees have been inquiring as to the status of Sec. 36-12-4 of the RIGL's, which requires the State to contribute towards the costs of retiree health insurance based upon a formula related to years of service and age.

Unless the General Assembly takes remedial action, the law will remain in effect indefinitely. As of this writing, action has been neither taken nor have related bills been submitted.

CONGRESSMAN JACK REED OUTLINES PROGRAM OF ACTION



The last election has resulted in a new environment: a real opportunity for change and progress. With an end to divided government, Congress and the Administration appear ready to act on the issues that have challenged us for years. Our citizens demand responsible change and renewed opportunities, and I am ready to continue the great work of making our government work for its people.

The last few years have been difficult for all of us, and certainly state employees have felt the burden of this regional recession. That's why the number one task facing us is to put people back to work.

New England was "first in" on the recession and the government was slow to hear the call. The difficulty we have faced in trying to turn our economy around is a dramatic example of the need for significant short term investment in infrastructure. While the economy may be improving in some parts of the country, clearly, in the New England region, we still have a ways to go.

In fact, I believe that the first tentative signs of recovery are examples of cyclical improvements which masks deep structural problems. Thus-renewed consumer confidence and pent-up demand may produce holiday sales. However, these forces are not capable of dealing with the structural problems of large deficits and extraordinary health care costs. As such, it is no longer enough to derive comfort from cyclical improvements. We must address our long term economic problems with a comprehensive investment strategy.

A long term investment program should include investment in projects that combine infrastructure and technology. We can accomplish this by investing in projects such as government manufacturing partnerships, waste water treatment facilities, continuing repair of our roads and bridges and improvements in Northeast corridor rail service. Also, research and development tax credits can help businesses maintain up-to-date technology and a competitive edge.

We must invest in diversification projects to help the defense manufacturing industry make the Cold War transition. Even in the case of Electric Boat, diversification projects can help maintain jobs at a time of work slowdowns.

Worker retraining programs are another critical part of the investment formula. We have left the period when an individual could train for one job or even one career. In today's global market, workers are continually being required to learn new skills and find new job opportunities.

At the same time, any investment spending proposal put forth by the new President and acted on by the Congress must be teamed with a set of proposals to address the deficit.

Comprehensive reform of our national health care system is an urgent priority and also a way to meet our deficit reduction goals. We cannot reduce the budget deficit until and unless we reform the health care system. We are spending more money on health care every year and getting less for our money. I've worked hard to send this message in Congress and we heard the same message echoed repeatedly at President Clinton's Economic Retreat.

We must take steps to protect the millions of Americans including working Americans and children who are without access to health care coverage. The skyrocketing cost of health insurance and the difficulty in getting health insurance for many Americans requires that the government take action to make sure that societal needs are met.

As important as our investment in infrastructure, we must also invest in human resources. This includes health care reform, as discussed above, and also a commitment to improve our educational system.

Education is the engine that pulls this nation. We must make a commitment to education to better prepare our young to compete in the future. During the 102nd Congress, I helped write legislation to reauthorize the Higher Education Act. That new law will help more middle class students—and more Rhode Islanders—get the financial assistance they need to continue their education.

During the 103rd Congress, as a Member of the Education and Labor Committee's Subcommittee on Elementary and Secondary Education, I will help write legislation to reauthorize the Elementary and Secondary Education Act.

As we confront new challenges, we must rely on the continued expertise and commitment of public employees. I am confident that together we can reforge an America that produces opportunities for its citizens and hope for all the world.

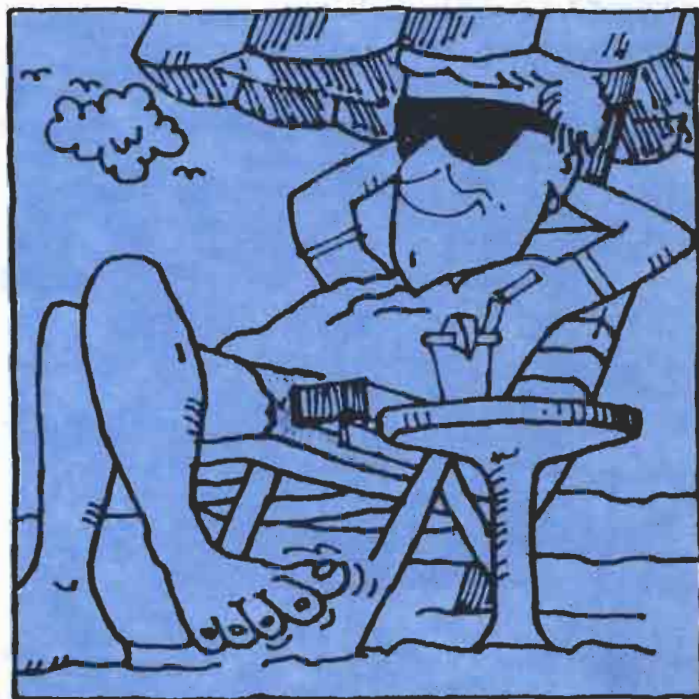
My offices exist to serve the people of Rhode Island's Second Congressional District. I encourage all my constituents to call, write or visit either office whenever we can be of help. In addition, you can call me toll free from anywhere in Rhode Island at 1-800-284-4200.

In Rhode Island:
Garden City Center
100 Midway Place, Suite 5
Cranston, RI 02920
401/943-3100

In Washington:
1510 Longworth Building
Washington, DC 20515
202/225-2735

I will be conducting a series of "Town Meetings" throughout the Second Congressional District. I look forward to meeting you to discuss the issues that face us, and to listen to your ideas and your concerns.

Mon. Feb. 22; 6 p.m.-7 p.m., Westerly Town Hall; Sat. Mar. 6; 9:30 a.m.-10:30 a.m., Richmond Town Hall; 11 a.m.-12 noon, Exeter/West Greenwich High Sch. Library; 1 p.m.-2 p.m., South Kingstown Peacedale Library; Sat. Mar. 20; 9 a.m.-10 a.m., Coventry Senior Center; 11 a.m.-12 noon, West Warwick Senior Center; Mon. Mar. 29; 7 p.m.-8 p.m., Providence (Call 943-3100 for location); Mon. Apr. 5; 7 p.m.-8 p.m., Warwick City Hall; Sat. Apr. 24; 9 a.m.-10 a.m., Johnston High School; 11 a.m.-12 noon, Scituate Town Hall; 1 p.m.-2 p.m., Foster/Glocester Ponaganset High School Library; Sat. May 15; 9 a.m.-10 a.m., East Greenwich Town Hall; 11 a.m.-12 noon, North Kingstown Senior Center; 1 p.m.-2 p.m., Narragansett Town Hall; Mon. May 17, Cranston Public Library, Sockanosset Cross Rd.



How Well Will You Retire?

Whether or not you can afford to retire is not the question. We're all going to do it at some point in our career.

The real question is how well you will retire.

With your employer's Deferred Compensation Plan underwritten by Aetna Life Insurance and Annuity Company, you can save before-tax dollars towards your retirement. They'll accumulate tax-deferred until you retire. You won't pay any taxes until you take a **distribution from the Plan.**

Personal savings can make all the difference in the world. By starting now, you can enjoy the lifestyle you deserve after all those working years.

For more information about the program,
please contact:

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Providence, RI 02908
(401) 456-2900



MHRH EMPLOYEES RECEIVE AWARDS FOR EXCELLENCE IN HOSPITAL CARE

MHRH employees Bette Lou Terry, RN, MS; Andrew Hardie, R.R.T., and Lois Simpson have each received the 1992 Hospital Association of Rhode Island's "Award for Excellence in Hospital Care. The award recognizes hospital employees who have demonstrated exemplary job performance and overall excellence on a daily basis.



Betty Lou Terra has worked as a psychiatric clinical nurse specialist at the Institute of mental health since 1982. Since then she has earned a reputation for quality patient care, helped hospital treatment teams overcome problematic patient care issues and has contributed significantly to the Nursing Standards, Nursing Quality Assurance and Infection Control Committees.

Betty Lou has a rich nursing background. For the last ten years, she has been a member of the U.S. Army Reserves, serving in Honduras and England. As a Captain, she trained to be an intensive care nurse. She was awarded the Army Achievement Medal for her service as an HIV educator.

Betty Lou is certified by the Department of Health to counsel patients on HIV. A basic life support and a community CPR instructor for the Red Cross, she has certified IMH physicians in basic life support.

Betty Lou is currently enrolled in Columbia University's Psychoanalytic Program in Nursing, working towards a Doctorate in Nursing.



Andrew Hardie, R.R.T., has worked most of his twenty years as a state employee in the Respiratory Department at General Hospital. As Respiratory Therapy Supervisor, he has earned a reputation for integrity, professionalism and sensitivity to the needs of the compromised ventilator-dependent patients.

With his help, patients are able to go to concerts, dine out, and go shopping.

He is recognized by students and faculty at C.C.R.I. as a top-notch and thorough cardio-pulmonary instructor, willing to share his knowledge and experience with others.

Andy has earned two academic degrees: a Bachelor of Arts and a Bachelor of Science with a primary major in biology. He is a member of the National Registry of Respiratory Therapists, and was elected to the Board of Directors of the Rhode Island Society of Respiratory Care.



Lois Simpson has worked at Zambano Memorial Hospital since 1979. She is a therapy aide in the hospital's therapeutic recreation department, who has earned a reputation for her deep love for each patient. Whatever the individual need may be, whether a shopping trip to the mall, attending a play, a birthday party or a

family wedding, Lois makes sure that her patients are able to carry on social and recreational activities. In addition, she assures that her patients are involved in stimulating programs that challenge their intellect and help maintain their dignity.

PRIDE takes pride in recognizing these dedicated state employees who consistently give of themselves for the welfare of others in a measure far beyond what is expected of them.

MEDEIROS APPOINTED DEA OMBUDSMAN

Denise Medeiros of East Providence has been appointed Long Term Care Ombudsman for the state Department of Elderly Affairs (DEA).

The Long Term Care Ombudsman acts as an impartial mediator to resolve problems or complaints received from nursing home and residential care facility residents and their families. The ombudsman also acts as an advocate for nursing home and residential care facility residents and provides information on long term care. Each state is required under the provisions of the federal Older Americans Act to establish and operate a long term care ombudsman program.

"Denise has demonstrated a spirit of commitment and compassion for Rhode Island elders," noted Maureen Maigret, DEA Director. "In her new position as Long Term Care Ombudsman, she will help long term care facility residents maintain their dignity and enhance their quality of life," she concluded.

Medeiros served as Principal Community Program Liaison Worker for the DEA In-Home Services program for ten years. Prior to her employment in the DEA, she worked as a nurse in her native Portugal and in the Rhode Island Hospital surgical/medical stroke unit. She also served as a social worker for the East Bay Community Mental Health Center and is a volunteer for St. Brendan's Church in East Providence, working with Down Syndrome clients.

Medeiros studied nursing in Lisbon, Portugal. She received a B.S. in Gerontology from Rhode Island College in 1981 and earned an M.S.W. from Rhode Island College in 1991.

SECA

(continued from page 1)

increase; Office of Substance Abuse, 37% increase; Community College of R.I., 36% increase; Department of State Library Services, 35% increase; Department of Environmental Management, 33% increase.

Other outstanding campaigns include: Department of Employment and Training; Public Defender's Office; Department of Human Services; Department of MHRH; State Police; Rhode Island College; Department of Health; Department of Transportation; Department of Elementary and Secondary Education, and Office of Higher Education.

This campaign linked donors in the state workforce with 490 charitable agencies — local, national and overseas. With the convenience of payroll deduction and the wide variety of choices available, everyone's generosity was directed to the issues they wished to address. The tremendous results of this appeal have proven that people want to help others and that, when presented the opportunity to give, they will respond willingly and generously.

Special recognition is due to the Loaned Executives — selected employees specially assigned by their Directors to SECA, who brought the appeal to all corners of the state workforce: Pat Chamard, DET; Andrew DiGiulio, DOC; Tom Dorazio, Supreme Court; Stephen Morin, DEM; Albert Pointe, DOA; Arthur Simonini, DOH; Manny Thetonia, DET (the "Dean" of L.E.s, with 14 years of experience). These individuals devoted their time, while still carrying out their regular jobs, to making this campaign happen. A tip of the hat to them all!